



HAWAII'S WORKFORCE IS THE LEADER IN DIGITAL READINESS

As a nation in the mid-1800's Hawaii's literacy rate was one of the highest in the world— 91%! We want to connect back to this hunger for learning, rekindle the desire for knowledge, and move forward into upskilling our 21st century workforce.

'Ōlali in Hawaiian means brightness. The word also describes someone smooth and skillful in their work. Hawaii's Workforce Resiliency Initiative is a state-wide culture shift that diversifies our economy by diversifying and strengthening the skills of our people.

Workforce Resiliency Initiative Background

From 2019 to early 2020 The State of Hawaii's Workforce Development Council began working on a new strategic plan. Recognizing the changing needs of employers, the rapid onset of technology advancements in the workplace, and the state's economic over dependence on tourism, two priorities for the WDC surfaced. One of them was the need to develop a resilient workforce that would be "ready for anything."

Then in March, 2020, COVID-19 changed Hawaii and the world forever. We are, all at once, facing a worldwide massive upskilling crisis, during the deadly COVID-19 pandemic, with an economy overly dependent on tourism.

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What do we need to be **READY**?

Beginning in May 2020, WDC set out to develop the State of Hawaii **Workforce Resiliency Initiative** based on the needs of employers to prepare for and mitigate **future** economic emergencies through re-training, up-skilling, and stewarding Hawaii’s workforce. WDC researched and gathered input from diverse constituents on what Hawaii’s workforce needs to be resilient in the future of work.



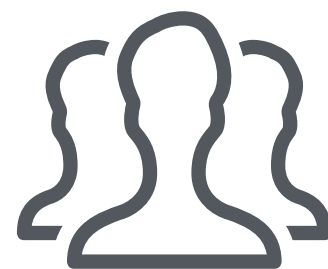
Board Member Interviews

WDC held interviews one on one with its board members via video conferencing and phone calls.




Stakeholder Focus Groups

Focus groups conducted with workforce stakeholders helped identify broad needs.



Community Input

WDC gathered perspectives from community representatives throughout the state in online meetings and discussions.

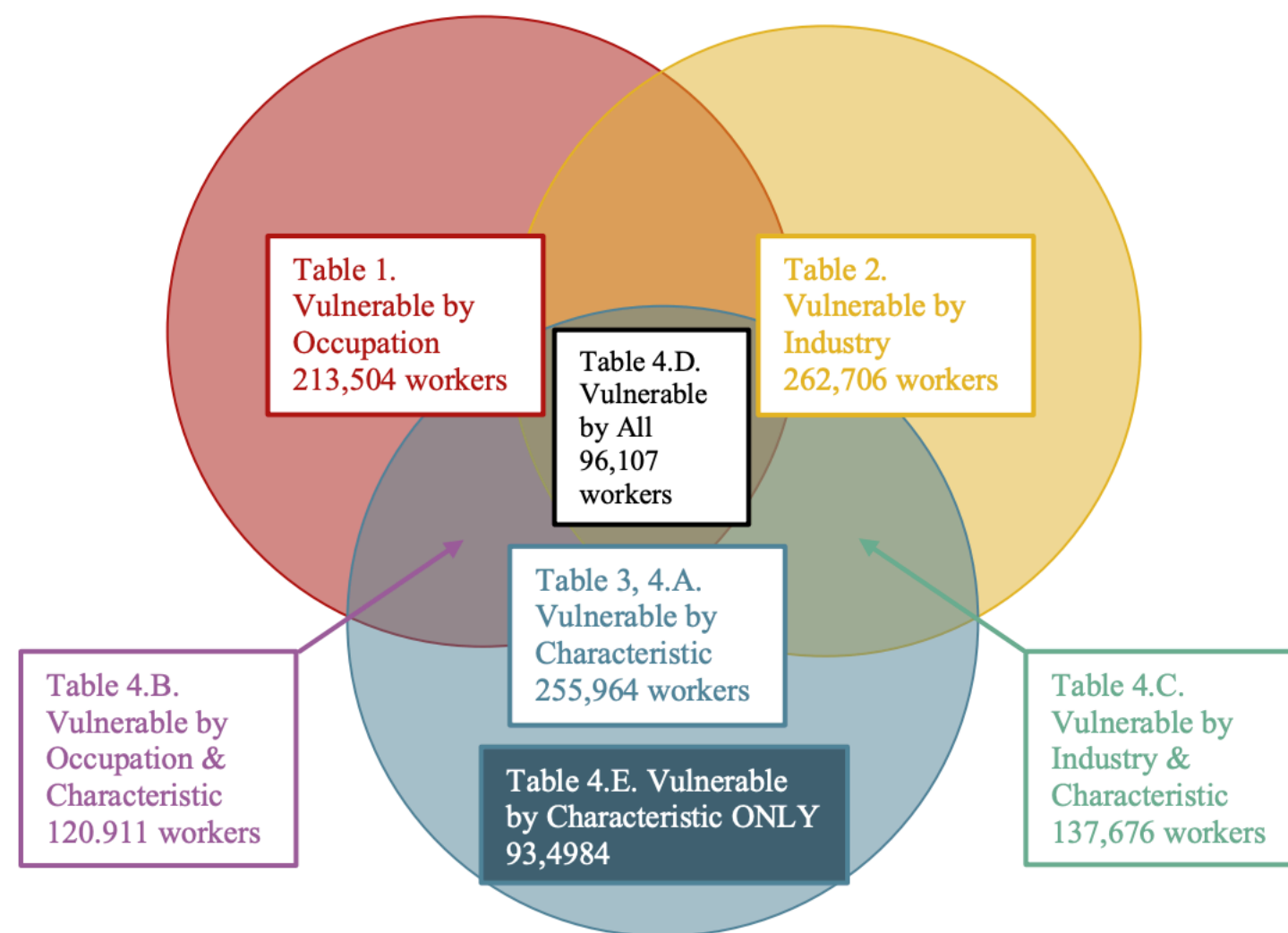


Initiative Process

What will the jobs be like?
What skills will be necessary? What tasks are required?

WHO NEEDS THIS UPSKILLING?

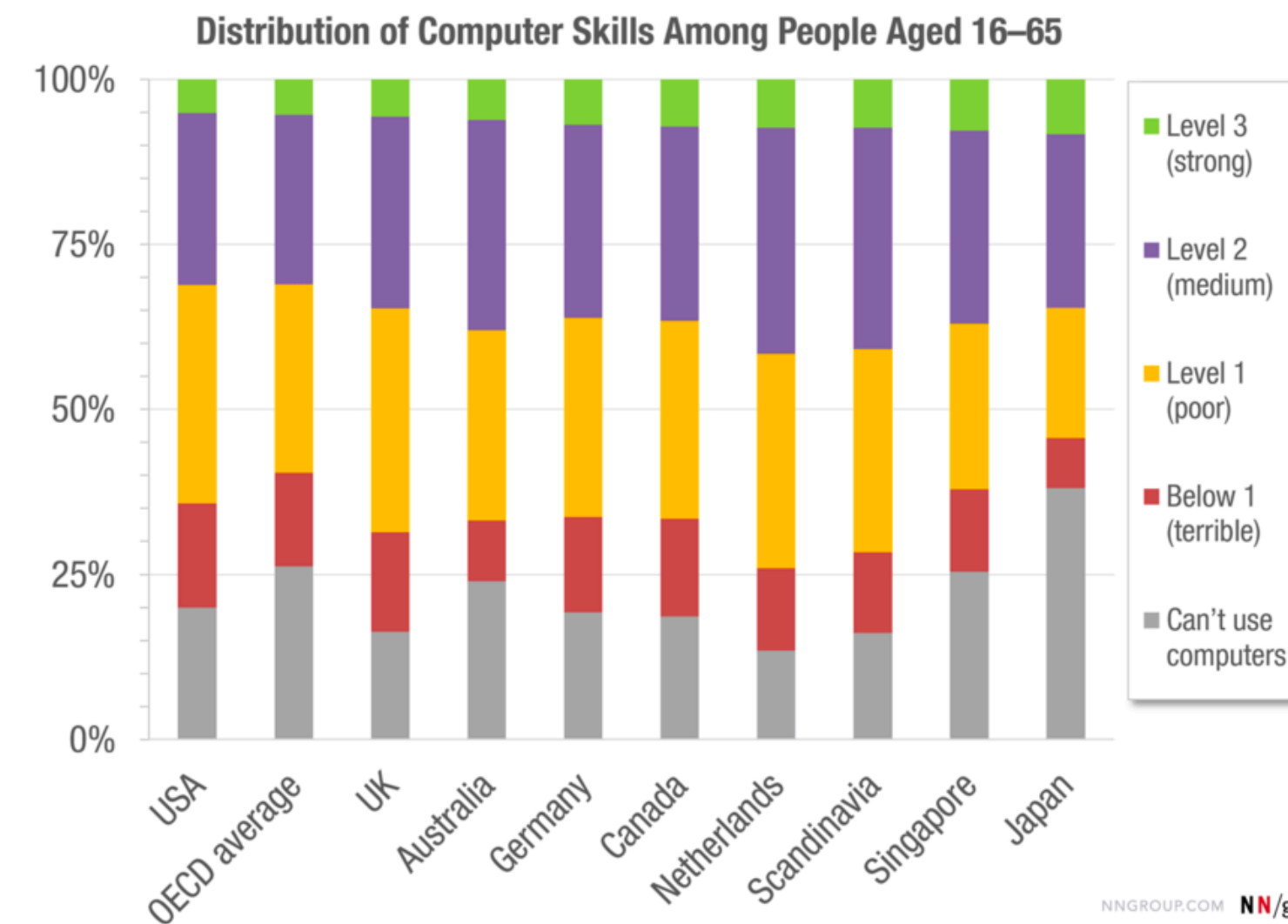
There are three primary target populations who would benefit from this training.



DBEDT, 2020

Vulnerable due To COVID-19

Almost 100,000 people are vulnerable by ALL three factors identified by DBEDT.



OECD, 2017

Digitally unprepared

Over two-thirds of Americans's are at a skill level described as “poor” to “terrible” to “can’t use” computers. If even 30% of Hawaii’s workforce is similar the number of people would be at nearly 200,000.

1. At-risk youth
2. Youth not attending school
3. Pregnant teens and teenage mothers
4. Low-income adults below the poverty level
5. Adults on public assistance programs
6. Disabled adults
7. Veterans
8. Older workers (55 years or older)
9. Farm workers
10. People released from prison

WIOA Eligible

Over 125,000 people qualify for services through the Workforce Innovation Opportunities Act. These represent people with barriers to employment.

WRI PLAN

The plan for the Workforce Resiliency Initiative is to ensure a digitally ready workforce, in conjunction with the private sector, by providing training tools, resources, and opportunities for people to retrain and upskill.



Motivate

Motivate, encourage, and inspire our workforce towards upscaling and retraining.



Equip Basics

Equip those needing basic computer training with the skills, confidence, and experience to continue learning online.

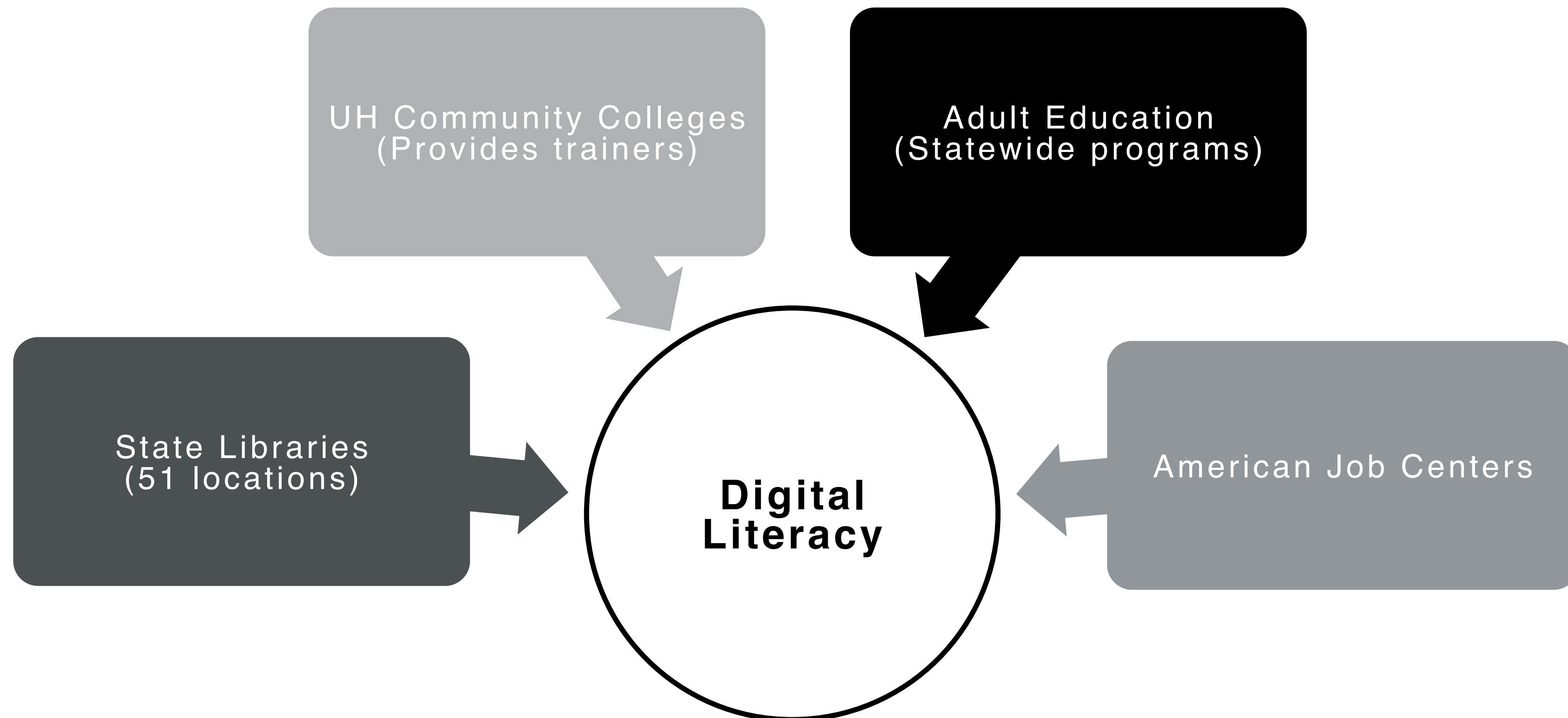


Expand Online

Transition participants as quickly as possible to online learning opportunities

PROVIDE BASIC COMPUTER TRAINING

Through collaboration with key training providers and partners Hawaii's workforce receives needed training on basic computer skills and digital literacy. People with initially low skill levels will be trained in-person as much allowable. The **objective** is to "help people learn what they need to learn to continue to learn more online."



UPSKILL WITH ACCESS TO ONLINE LEARNING

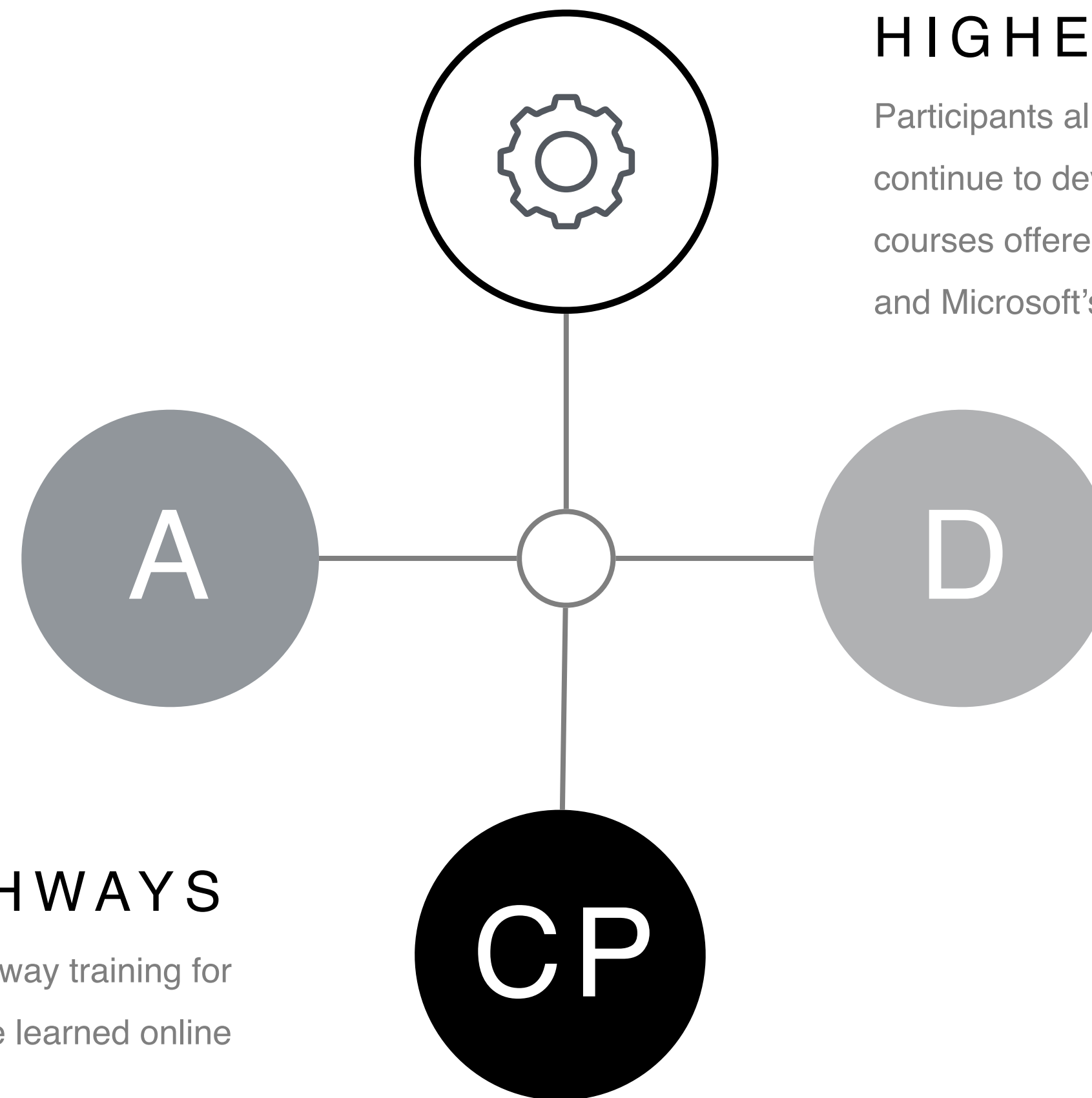
With the basic computer and digital skills in place, participants can access online learning opportunities.

ASSESSMENTS

Through organizations like Northstar our State's workforce can determine what level of computer training they require.

CAREER PATHWAYS

Specific career pathway training for skills that can be learned online



HIGHER LEVEL TRAINING

Participants already at basic computer skills can continue to develop their digital knowledge via courses offered by training partners like Northstar and Microsoft's LinkedIn Learning.

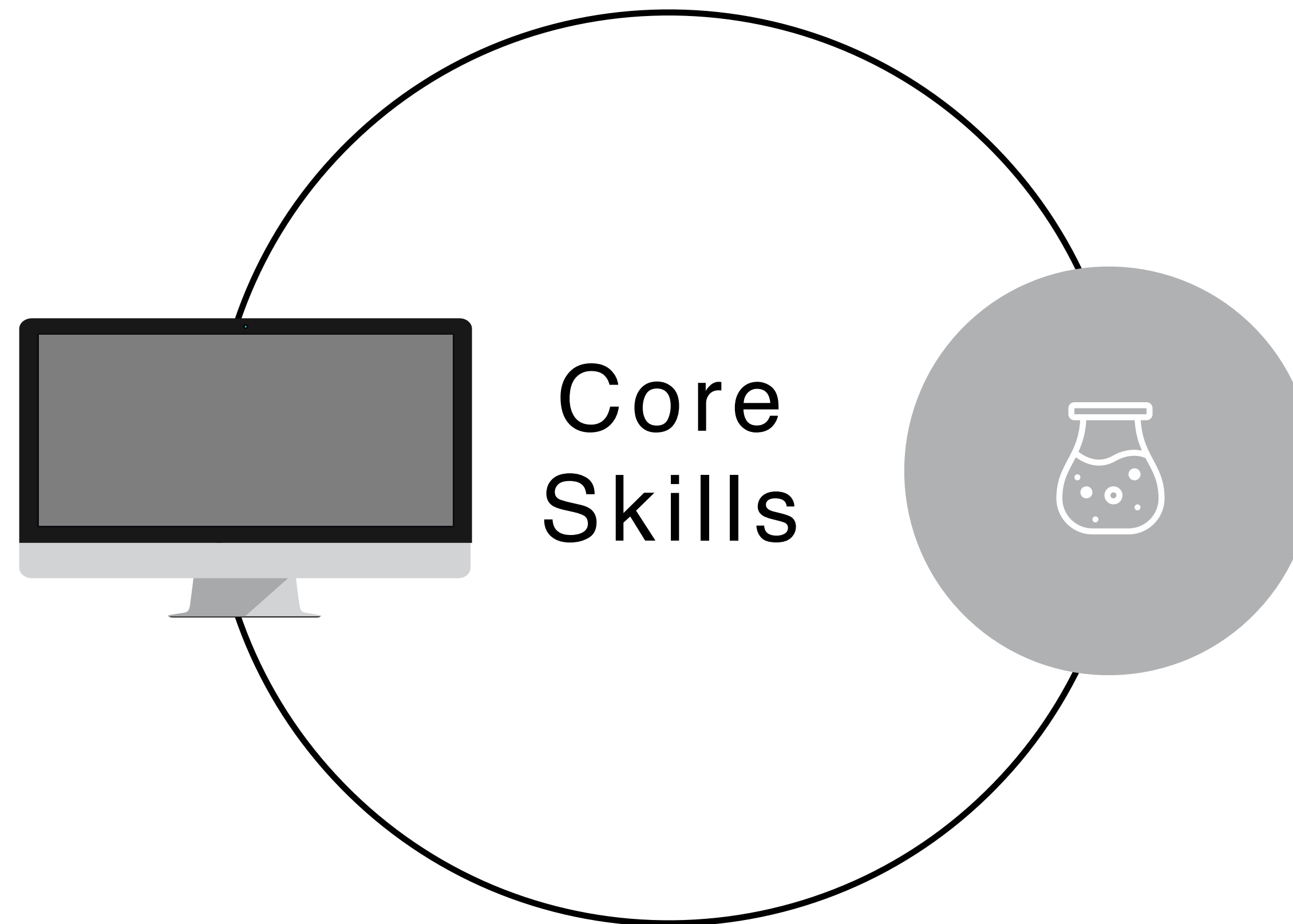
DESIGN THINK

Design think training, an open source framework of problem-solving developed by Stanford University, will be provided locally via online platforms and webinars in partnership with Oceanit.

Respondents: “We need a workforce equipped with these two core skills...”

Across the interviews, from diverse companies, industries, and sectors, employers kept asking for people with positive attitudes who had, at a minimum, two main skills.

Digital Literacy
We need people who have basic computer skills.



Collaborative Problem-Solvers
We need people with critical thinking skills who can solve problems.

GOALS

The goals of the WRI are ambitious but crucial to the future resiliency of the State of Hawaii. Over the next three years the WRI will impact Hawaii's workforce in the following ways:

A resilient workforce is one that, to echo Alvin Toffler's comment on literacy, can "learn, unlearn, and relearn."

The learning required for the future of work will be delivered largely from a digital framework and foundation. Digital skills are mandatory.



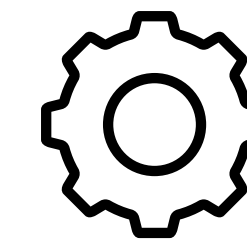
100% Digitally Ready

Hawaii's workforce is digitally ready to learn, work, and succeed.



200,000

People trained to basic level of computer skills.



120,000

Online learning participants through LinkedIn Learning and Coursera.



100,000

Design Think trained to level 1 in our workforce, 10,000 to level 2, and 1,000 to trainer level.

TIMELINE

Year 1

Digital Skills

- 2,000 in person classes (20k people)
- 10,000 people online

Problem-Solving Skills

- 5,000 webinar participants
- 500 online bootcamp participants
- 50 trained as facilitators

Targeted Digital Training

- 5,000 Coursera participants
- 15,000 LinkedIn Learning

Digital Literacy Assessment Project Evaluation

Year 2

Digital Skills

- 3,000 in-person classes (30k people)
- 20,000 online

Problem-Solving Skills

- 20,000 participants
- 2,000 bootcamp participants
- 200 trained as facilitators

Targeted Digital Training

- 7,000 Coursera participants
- 40,000 LinkedIn Learning

Year 3

Digital Skills

- 5,000 in-person classes (50k people)
- 20,000 online

Problem-Solving Skills

- 75,000 participants
- 7,500 bootcamp participants
- 750 trained as facilitators

Targeted Digital Training

- 8,000 Coursera participants
- 40,000 LinkedIn Learning